5 "D's" of Being an Upstander

What to do when you see someone being harassed

- **Respond directly** to the person causing harm or physically intervene if necessary
  
  Be confident, assertive, & calm

- **Distract**
  
  Excuse me
  Do you know what the next step is?

  Bring attention away from the person causing harm, the person who was harmed, or the situation itself

- **Delegate**
  
  Get help from someone else

  Ask for assistance, a resource, or help from a third party

- **Delay**
  
  Check in with the person who was harmed after the incident

  And educate ourselves & our communities on why this happened

- **Document**
  
  If someone is already helping the person in crisis, document through photo or video*

*Never post or share a video without the consent of the person being harmed

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5 "D's" adapted from Hollaback!